

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA☒ EEOC**260-2005-03282****Wisconsin Equal Rights Division**

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

Mr. Duane Lewis

Home Phone No. (Incl Area Code)

(414) 449-0385

Date of Birth

03-07-1972

Street Address

City, State and ZIP Code

3745 North 52nd Street Milwaukee, WI 53216

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

MILWAUKEE BREWERS

No. Employees, Members

101 - 200

Phone No. (Include Area Code)

(414) 902-4400

Street Address

City, State and ZIP Code

One Brewers Way (Miller Park), Milwaukee, WI 53214

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

06-24-2004**04-18-2005**☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I. I began my employment with the Respondent in April 1988. I was employed as an Umpire Room Coordinator and Clubhouse Attendant.

Since 2001 and continuing until my discharge, I have complained of racial harassment and wage disparities based on my race (Black). Specifically, Caucasian employees with less time were receiving more hours than me, and my Caucasian coworkers made racially derogatory comments. This included comments about the size of my penis, and about Blacks involved mob beatings and wearing jerseys and wristbands.

Since complaining, I have been given poor evaluations, had my responsibilities reduced, denied bonuses, placed on a Performance Improvement Plan (PIP) and discharged. I was discharged on April 18, 2005.

II. In response to my complaints about wage disparities, the Respondent converted me to an hourly employee and subsequently cut my hours. I am not aware of the Respondent's actions related to my earlier complaints regarding racial harassment, however, to my knowledge the Respondent is currently investigating my complaints of racial harassment. The Respondent placed me on a PIP on February 9, 2005 due to a "Below Expectation" evaluation and for punctuality, attendance, teamwork, and

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

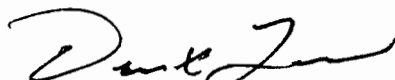
I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

4/22/05

Date



Charging Party Signature

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EEOC

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THE PARTICULARS ARE (Continued from previous page):

the need to be responsive to the direction of my supervisors and time management skills.

On April 18, 2005, I was discharged for failing to attend a meeting wherein they were going to discuss some of my areas of concern.

III. I believe the Respondent subjected me to discriminatory wages, different terms and conditions of employment, racial harassment, and a discharge because of my race (Black) and in retaliation for opposing discriminatory employment practices, in violation of Title VII (including Sec. 704a) of the Civil Rights Act of 1964, as amended.

APR 23 2005

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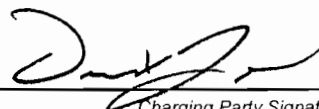
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